WILLIAM LIU

ACADEMIC CURRICULUM VITAE

Ph.D. Candidate in Organizational Behavior | Researcher | Scholar-Practitioner
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EDUCATION

- Ph.D., Organizational Behavior, Claremont Graduate University — expected 2028; Crossing Boundaries Research Award Fellow (2025); Maldonado Graduate Fellowship (2024).
- M.A., Organizational Behavior, Claremont Graduate University — 2026.
- MBA, University of Chicago Booth School of Business — 2007; Executive MBA program in Singapore, Chicago, and London.
- M.A., American Studies, Doshisha University, Japan — 1998.
- B.A., Shanghai International Studies University, China — 1989.

RESEARCH INTERESTS

Applicant Reactions	AI-Enabled Selection	Leadership Development
Organizational Justice	Organizational Identification	Cross-Cultural OB
Trust & Trustworthiness	Organizational Culture	

PUBLICATIONS & WORKING PAPERS

- Gilliland, S. W., Liu, W. (William), & Steiner, D. D. (2026). Applicant reactions to testing and selection. In N. Schmitt & A. M. Ryan (Eds.), The Oxford Handbook of Personnel Assessment and Selection (2nd ed., Ch. 29). Oxford University Press. https://doi.org/10.1093/9780197809013.003.0029
- Liu, W. W. (working paper). A bibliographic coupling analysis of the frontier of applicant reactions research. Targeting the International Journal of Selection & Assessment.
- Liu, W. W. (2026). Exploring the mediating effect of organizational identification on applicants' reactions and recommendation intentions [Master's thesis, Claremont Graduate University].

CONFERENCE PRESENTATIONS

- Liu, W. W. (2025, May). Exploring the mediating effect of organizational identification on applicants' reactions and recommendation intentions. Western Psychological Association Annual Convention, Las Vegas, NV.
- Liu, W. W. (2025, April). Exploring the mediating effect of organizational identification on applicants' reactions and recommendation intentions. Western Positive Psychology Association Annual Conference, Sacramento, CA.

TEACHING

Claremont Graduate University | *Teaching Assistant | 2024-2025*

- PSYCH 319: Organizational Behavior, Division of Behavioral & Organizational Sciences, with Professor Stephen Gilliland — Fall 2024.

- MGT 472: Leadership Ethics & Corporate Social Responsibility, Peter F. Drucker & Masatoshi Ito Graduate School of Management — Spring 2025.

University of Tsukuba | *Guest Speaker, Global MBA Program | 2021*

- Delivered a session on career development.

RESEARCH & ACADEMIC SERVICE

- Lab Manager, Justice & Organizational Behavior (JOB) Research Lab, Claremont Graduate University — 2024-present.
- Research Assistant, The Drucker Institute, Claremont Graduate University — 2025; market research and analysis of executive-education programs.
- Peer Career Consultant, Career & Professional Development Office, Claremont Graduate University — 2024-2025.
- Officer, Psi Chi, Claremont Graduate University chapter.

HONORS, AWARDS & FELLOWSHIPS

- Crossing Boundaries Research Award Fellow, Claremont Graduate University — 2025.
- Maldonado Graduate Fellowship, Maldonado Executive Leadership Institute, Claremont Graduate University — 2024.
- IBM Outstanding Solution Award.
- Special Fellowship for Foreign Students, Doshisha University.

SELECTED PROFESSIONAL EXPERIENCE

More than 30 years spanning global HR leadership, management consulting, executive search, entrepreneurship, and coaching across the United States, Japan, and China. Selected organizations include IBM, GE Consumer Finance, Mercer, Hewitt Associates (now Aon), Russell Investments, Elekta, and Human Future K.K.

CERTIFICATIONS & LANGUAGES

- College Teaching Certificate, Claremont Graduate University — 2025; ICF Associate Certified Coach; IECL Accredited Coach & Team Coach; Everything DiSC Certified Facilitator; People Analytics coursework.
- Languages: Chinese (native), Japanese (full professional), and English (full professional).